

Note to users: The NCS (National Compensation Survey) is a BLS establishment survey of employee salaries, wages, and benefits. The survey is designed to produce data at local levels, within broad regions, and nationwide. The NCS will replace 3 existing BLS surveys: Employment Cost Index (ECI), Occupational Compensation Survey Program (OCSP), and Employee Benefits Survey (EBS).

The chief reasons for developing the NCS are: 1) Expand existing compensation programs by covering more occupations, by publishing more local data, and by representing all workers; 2) Eliminate duplicate data collection and processing requirements; 3) Reduce respondent burden; 4) Develop more efficient and streamlined collection and processing techniques; 5) Improve the quality of published data; 6) Produce a variety of local and national data; and 7) Address budget constraints.

The Bureau of Labor Statistics' Office of Compensation Levels and Trends (OCLT) is redesigning its compensation statistics to reflect the workplace of the 21st century. This initiative is named the National Compensation Survey (NCS); formerly, it was called COMP2000. Under the COMP2000 banner, BLS conducted six test surveys using new concepts and procedures for selecting occupations and determining the level of duties and responsibilities of those occupations.

The NCS will cover civilian workers in private industry establishments and State and local governments. It excludes private households, the Federal government, and agriculture. BLS began collecting the wage portion of the NCS starting in the fall of 1996 at which time the OCSP survey was discontinued.

**Ready Facts Catalog for the York, PA National Compensation Survey:**

	<b>Data tables from NCS Bulletins</b> 1-1. through 3-2. Mean hourly earnings or weekly earnings and hours by selected worker, industry, and occupational characteristics (previously Table A1-A4) 4-1. through 4-3. Mean hourly earnings by selected occupations and levels (previously Table B1-B2) 5-1. through 5-3. Mean hourly earnings by selected characteristic (previously Table C1-C3) 6-1. through 6-5. Hourly wage percentiles by selected occupations	
	<b>York, PA (September 2001)</b>	
9865	Tables 1-1 through 3-2	10
9866	Tables 4-1 through 4-3	8
9867	Tables 5-1 through 5-3	3
9869	Tables 6-1 through 6-5	8
9868	Appendix A (Technical Note)	5
9887	Appendix B (Occupational Classification)	8
9888	Appendix C & D (Generic Leveling Criteria) & (Evaluating Your Firm's Jobs)	8
9889	NCS Regional area definitions	1

Table 4-1. **Selected occupations<sup>1</sup> and levels,<sup>2</sup> all workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, York, PA, September 2001**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All</b> .....	\$16.23	2.9	\$15.52	3.3	\$21.82	4.1
All excluding sales .....	16.53	2.9	15.80	3.4	21.92	4.1
<b>White collar</b> .....	19.84	4.2	18.35	5.7	26.56	4.0
2 .....	9.09	5.6	8.81	6.7	—	—
3 .....	7.96	4.4	7.79	4.4	—	—
4 .....	10.68	5.4	10.59	5.9	11.73	6.3
5 .....	16.20	5.7	16.18	6.0	16.42	18.2
6 .....	17.17	6.7	16.44	7.9	19.20	8.8
7 .....	22.01	4.6	20.82	5.9	26.45	7.5
8 .....	23.55	6.2	19.60	4.4	33.39	2.3
9 .....	28.32	3.7	25.48	5.6	32.96	4.0
10 .....	29.23	5.9	30.25	4.9	—	—
11 .....	28.12	5.3	28.04	5.6	—	—
12 .....	36.64	8.4	—	—	—	—
White collar excluding sales .....	21.52	3.5	20.06	4.9	26.80	4.0
2 .....	9.53	4.0	9.32	4.9	—	—
3 .....	9.02	5.5	8.86	6.0	—	—
4 .....	11.70	6.2	11.70	7.1	11.73	6.3
5 .....	15.58	6.2	15.48	6.5	16.42	18.2
6 .....	17.17	6.7	16.44	7.9	19.20	8.8
7 .....	21.76	5.0	20.40	6.7	26.45	7.5
8 .....	24.12	6.5	19.95	4.4	33.39	2.3
9 .....	28.32	3.7	25.48	5.6	32.96	4.0
10 .....	29.23	5.9	30.25	4.9	—	—
11 .....	29.39	4.9	29.38	5.2	—	—
12 .....	36.64	8.4	—	—	—	—
<b>Professional specialty and technical</b> .....	23.42	3.5	20.65	5.2	29.64	3.6
Professional specialty .....	26.16	3.2	23.52	4.9	29.77	3.6
7 .....	24.12	6.9	—	—	27.09	7.5
8 .....	26.67	6.6	—	—	33.39	2.3
9 .....	28.03	5.1	23.30	8.3	33.09	4.3
10 .....	27.05	5.9	—	—	—	—
Engineers, architects, and surveyors .....	26.69	5.1	26.69	5.1	—	—
Mathematical and computer scientists .....	—	—	—	—	—	—
Health related .....	22.46	6.6	22.23	6.8	—	—
Registered nurses .....	22.54	6.7	22.53	6.7	—	—
Teachers, college and university .....	—	—	—	—	—	—
Teachers, except college and university .....	30.14	3.7	—	—	30.80	3.5
7 .....	27.33	7.7	—	—	27.33	7.7
8 .....	32.38	3.8	—	—	33.39	2.3
9 .....	33.30	3.8	—	—	33.30	3.8
Elementary school teachers .....	32.63	2.7	—	—	32.63	2.7
9 .....	33.85	3.7	—	—	33.85	3.7
Secondary school teachers .....	30.59	5.4	—	—	30.59	5.4
9 .....	32.44	5.9	—	—	32.44	5.9
Teachers, special education .....	27.89	7.3	—	—	27.89	7.3
Librarians, archivists, and curators .....	—	—	—	—	—	—
Social scientists and urban planners .....	—	—	—	—	—	—
Social, recreation, and religious workers .....	14.63	10.9	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	—	—	—	—	—	—
<b>Technical</b> .....	16.17	6.6	16.23	6.6	—	—
4 .....	12.53	6.1	12.64	6.2	—	—
Licensed practical nurses .....	15.24	3.3	15.24	3.3	—	—
<b>Executive, administrative, and managerial</b> .....	26.92	5.2	26.42	6.0	30.87	4.7
9 .....	28.50	4.1	—	—	—	—
11 .....	30.51	7.0	—	—	—	—
Not able to be leveled .....	25.79	10.0	—	—	—	—
Executives, administrators, and managers .....	31.05	5.9	30.74	7.3	32.34	4.3
Managers and administrators, n.e.c. ....	28.85	8.4	28.85	8.4	—	—
Management related .....	22.73	6.7	22.79	6.9	—	—
<b>Sales</b> .....	11.81	11.0	11.84	11.1	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations<sup>1</sup> and levels,<sup>2</sup> all workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, York, PA, September 2001** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>White collar</b> —Continued						
<b>Sales</b> —Continued						
3 .....	\$7.27	3.6	\$7.14	3.1	—	—
4 .....	9.11	6.1	9.11	6.1	—	—
Sales workers, other commodities .....	10.25	18.0	10.25	18.0	—	—
3 .....	7.14	3.3	7.14	3.3	—	—
<b>Administrative support, including clerical</b> .....	13.57	10.7	13.88	11.7	\$11.48	5.7
2 .....	9.53	4.0	9.32	4.9	—	—
3 .....	9.41	4.3	9.27	4.7	—	—
4 .....	11.36	9.2	11.20	11.4	12.00	6.2
5 .....	13.17	4.3	13.45	4.1	—	—
7 .....	20.59	12.6	20.68	12.5	—	—
Secretaries .....	16.41	11.1	17.13	11.2	—	—
4 .....	12.62	6.9	—	—	—	—
Bookkeepers, accounting and auditing clerks .....	11.56	12.2	11.51	13.3	—	—
<b>Blue collar</b> .....	15.21	2.4	15.23	2.5	14.51	4.6
1 .....	9.22	8.0	9.25	8.5	—	—
2 .....	9.98	3.1	9.98	3.1	—	—
3 .....	12.65	4.3	12.64	4.5	—	—
4 .....	13.63	5.1	13.63	5.3	13.58	6.5
5 .....	15.06	6.2	15.06	6.8	15.05	4.2
6 .....	16.12	4.7	16.12	4.7	—	—
7 .....	17.44	2.4	17.54	2.3	—	—
9 .....	26.43	9.6	26.44	9.7	—	—
<b>Precision production, craft, and repair</b> .....	18.04	5.4	18.12	5.6	—	—
4 .....	12.34	8.0	—	—	—	—
5 .....	16.53	13.6	16.73	14.9	—	—
6 .....	15.71	4.6	15.71	4.6	—	—
7 .....	17.26	2.4	17.26	2.4	—	—
9 .....	27.53	6.3	27.53	6.3	—	—
Industrial machinery repairers .....	16.69	2.9	16.67	3.0	—	—
6 .....	16.31	3.1	16.31	3.1	—	—
7 .....	18.13	4.2	18.13	4.2	—	—
Supervisors, production .....	17.93	7.4	17.93	7.4	—	—
7 .....	16.39	6.3	16.39	6.3	—	—
<b>Machine operators, assemblers, and inspectors</b> .....	14.62	3.8	14.62	3.8	—	—
2 .....	9.87	4.2	9.87	4.2	—	—
3 .....	13.35	7.5	13.35	7.5	—	—
4 .....	13.20	5.1	13.20	5.1	—	—
5 .....	14.29	5.8	14.29	5.8	—	—
6 .....	17.41	11.1	17.41	11.1	—	—
7 .....	18.73	2.3	18.73	2.3	—	—
Grinding, abrading, buffing, and polishing machine operators .....	14.06	9.5	14.06	9.5	—	—
Fabricating machine operators, n.e.c. ....	13.93	10.0	13.93	10.0	—	—
Textile sewing machine operators .....	8.98	2.6	8.98	2.6	—	—
Miscellaneous machine operators, n.e.c. ....	13.63	6.1	13.63	6.1	—	—
4 .....	14.17	6.9	14.17	6.9	—	—
Welders and cutters .....	19.41	5.4	19.41	5.4	—	—
Production inspectors, checkers and examiners ..	13.29	10.7	13.29	10.7	—	—
<b>Transportation and material moving</b> .....	15.32	4.5	15.40	5.0	14.89	8.7
3 .....	11.90	3.9	—	—	—	—
4 .....	17.05	8.1	17.49	8.0	—	—
5 .....	15.53	4.5	15.26	5.2	—	—
Truck drivers .....	13.18	6.5	13.26	6.9	—	—
Industrial truck and tractor equipment operators ..	13.21	5.7	13.21	5.7	—	—
Miscellaneous material moving equipment operators, n.e.c. ....	15.49	4.7	—	—	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations<sup>1</sup> and levels,<sup>2</sup> all workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, York, PA, September 2001** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Blue collar</b> —Continued						
<b>Handlers, equipment cleaners, helpers, and laborers</b>	\$11.70	4.0	\$11.58	4.2	\$13.44	6.1
1 .....	9.17	12.2	—	—	—	—
2 .....	10.00	4.3	10.00	4.3	—	—
3 .....	12.07	7.9	11.96	8.0	—	—
4 .....	12.51	8.2	12.54	8.5	—	—
5 .....	13.52	6.5	—	—	—	—
Production helpers .....	15.12	8.9	15.01	9.5	—	—
Stock handlers and baggers .....	10.22	6.8	10.22	6.8	—	—
Machine feeders and offbearers .....	10.30	11.5	10.30	11.5	—	—
Freight, stock, and material handlers, n.e.c. ....	12.80	12.0	12.80	12.0	—	—
Hand packers and packagers .....	11.37	5.4	11.48	5.6	—	—
<b>Service</b> .....	9.95	7.2	8.65	5.3	15.10	8.8
1 .....	6.74	26.5	—	—	10.62	7.0
2 .....	9.33	8.5	9.45	8.3	—	—
3 .....	8.78	4.0	8.64	4.0	10.30	2.3
4 .....	9.17	2.0	9.10	2.0	—	—
5 .....	13.26	1.7	—	—	—	—
7 .....	14.75	20.6	—	—	—	—
Protective service .....	13.06	20.5	—	—	20.85	5.6
Food service .....	7.46	8.4	—	—	9.38	8.1
3 .....	8.56	.9	—	—	—	—
Other food service .....	8.62	1.9	8.53	1.9	9.38	8.1
3 .....	8.56	.9	—	—	—	—
Health service .....	9.93	4.8	9.51	1.9	—	—
4 .....	9.25	1.2	9.25	1.2	—	—
Cleaning and building service .....	10.43	5.6	9.94	9.3	11.19	2.8
3 .....	9.77	7.8	—	—	—	—
Janitors and cleaners .....	10.31	5.9	9.94	9.3	10.95	2.7
3 .....	9.77	7.8	—	—	—	—
Personal service .....	8.39	3.3	8.45	3.2	—	—

<sup>1</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

<sup>2</sup> Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

<sup>3</sup> All workers include full-time and part-time workers.

<sup>4</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and

hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>5</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 4-2. **Selected occupations<sup>1</sup> and levels,<sup>2</sup> full-time workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, York, PA, September 2001**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All</b> .....	\$16.80	2.8	\$16.07	3.2	\$22.53	4.3
All excluding sales .....	16.96	2.8	16.19	3.3	22.65	4.3
<b>White collar</b> .....	21.07	3.8	19.61	5.2	27.07	3.9
2 .....	9.92	3.4	9.83	3.8	—	—
3 .....	8.78	4.4	8.58	4.8	—	—
4 .....	11.01	6.4	10.91	7.1	12.02	6.4
5 .....	16.37	6.1	16.35	6.4	—	—
6 .....	17.11	7.2	16.27	8.7	—	—
7 .....	22.21	4.5	20.82	5.9	28.00	5.6
8 .....	23.62	6.2	19.60	4.4	33.92	1.8
9 .....	28.50	3.5	25.71	5.1	32.95	4.0
10 .....	29.23	5.9	30.25	4.9	—	—
11 .....	28.12	5.3	28.04	5.6	—	—
12 .....	36.64	8.4	—	—	—	—
White collar excluding sales .....	22.24	3.4	20.77	4.9	27.33	3.9
2 .....	9.92	3.4	9.83	3.8	—	—
3 .....	9.20	5.6	9.04	6.2	—	—
4 .....	12.26	7.6	12.31	9.0	12.02	6.4
5 .....	15.72	6.9	15.61	7.4	—	—
6 .....	17.11	7.2	16.27	8.7	—	—
7 .....	21.96	5.0	20.40	6.7	28.00	5.6
8 .....	24.21	6.5	19.95	4.4	33.92	1.8
9 .....	28.50	3.5	25.71	5.1	32.95	4.0
10 .....	29.23	5.9	30.25	4.9	—	—
11 .....	29.39	4.9	29.38	5.2	—	—
12 .....	36.64	8.4	—	—	—	—
<b>Professional specialty and technical</b> .....	24.48	3.3	21.67	4.8	30.22	3.5
Professional specialty .....	26.57	3.0	23.82	4.5	30.37	3.4
7 .....	24.76	7.2	—	—	28.81	5.3
8 .....	26.82	6.6	—	—	33.92	1.8
9 .....	28.28	4.7	23.58	7.8	33.09	4.3
10 .....	27.05	5.9	—	—	—	—
Engineers, architects, and surveyors .....	26.69	5.1	26.69	5.1	—	—
Mathematical and computer scientists .....	—	—	—	—	—	—
Health related .....	22.46	6.6	22.23	6.8	—	—
Registered nurses .....	22.54	6.7	22.53	6.7	—	—
Teachers, college and university .....	—	—	—	—	—	—
Teachers, except college and university .....	31.23	3.2	—	—	31.50	3.2
7 .....	29.16	5.3	—	—	29.16	5.3
8 .....	32.83	3.5	—	—	33.92	1.8
9 .....	33.30	3.8	—	—	33.30	3.8
Elementary school teachers .....	32.63	2.7	—	—	32.63	2.7
9 .....	33.85	3.7	—	—	33.85	3.7
Secondary school teachers .....	31.02	5.2	—	—	31.02	5.2
9 .....	32.44	5.9	—	—	32.44	5.9
Teachers, special education .....	27.89	7.3	—	—	27.89	7.3
Librarians, archivists, and curators .....	—	—	—	—	—	—
Social scientists and urban planners .....	—	—	—	—	—	—
Social, recreation, and religious workers .....	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	—	—	—	—	—	—
Technical .....	17.18	7.4	17.27	7.4	—	—
4 .....	13.55	4.2	—	—	—	—
<b>Executive, administrative, and managerial</b> .....	26.92	5.2	26.42	6.0	30.83	4.7
9 .....	28.48	4.1	—	—	—	—
11 .....	30.51	7.0	—	—	—	—
Executives, administrators, and managers .....	31.04	5.9	30.74	7.3	32.30	4.4
Managers and administrators, n.e.c. ....	28.85	8.4	28.85	8.4	—	—
Management related .....	22.73	6.7	22.79	6.9	—	—
<b>Sales</b> .....	13.74	9.9	13.82	10.0	—	—
4 .....	9.39	6.0	9.39	6.0	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations<sup>1</sup> and levels,<sup>2</sup> full-time workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, York, PA, September 2001** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>White collar</b> —Continued						
<b>Administrative support, including clerical</b> .....	\$14.00	10.8	\$14.37	11.8	\$11.62	6.0
2 .....	9.92	3.4	9.83	3.8	—	—
3 .....	9.65	4.1	9.54	4.5	—	—
4 .....	11.74	10.5	11.57	13.4	12.35	6.4
5 .....	13.17	4.3	13.45	4.1	—	—
7 .....	20.59	12.6	20.68	12.5	—	—
Secretaries .....	16.91	10.5	17.77	10.3	—	—
4 .....	13.42	3.9	—	—	—	—
Bookkeepers, accounting and auditing clerks .....	12.06	11.8	12.05	12.9	—	—
<b>Blue collar</b> .....	15.28	2.4	15.30	2.5	14.80	4.2
1 .....	10.34	4.8	—	—	—	—
2 .....	9.98	3.1	9.98	3.1	—	—
3 .....	12.65	4.3	12.64	4.5	—	—
4 .....	13.63	5.1	13.63	5.3	—	—
5 .....	15.10	6.2	15.11	6.8	15.05	4.2
6 .....	16.12	4.7	16.12	4.7	—	—
7 .....	17.51	2.3	17.54	2.3	—	—
9 .....	26.43	9.6	26.44	9.7	—	—
<b>Precision production, craft, and repair</b> .....	18.04	5.4	18.12	5.6	—	—
4 .....	12.34	8.0	—	—	—	—
5 .....	16.53	13.6	16.73	14.9	—	—
6 .....	15.71	4.6	15.71	4.6	—	—
7 .....	17.26	2.4	17.26	2.4	—	—
9 .....	27.53	6.3	27.53	6.3	—	—
Industrial machinery repairers .....	16.69	2.9	16.67	3.0	—	—
6 .....	16.31	3.1	16.31	3.1	—	—
7 .....	18.13	4.2	18.13	4.2	—	—
Supervisors, production .....	17.93	7.4	17.93	7.4	—	—
7 .....	16.39	6.3	16.39	6.3	—	—
<b>Machine operators, assemblers, and inspectors</b> .....	14.62	3.8	14.62	3.8	—	—
2 .....	9.87	4.2	9.87	4.2	—	—
3 .....	13.35	7.5	13.35	7.5	—	—
4 .....	13.20	5.1	13.20	5.1	—	—
5 .....	14.29	5.8	14.29	5.8	—	—
6 .....	17.41	11.1	17.41	11.1	—	—
7 .....	18.73	2.3	18.73	2.3	—	—
Grinding, abrading, buffing, and polishing machine operators .....	14.06	9.5	14.06	9.5	—	—
Fabricating machine operators, n.e.c. ....	13.93	10.0	13.93	10.0	—	—
Textile sewing machine operators .....	8.98	2.6	8.98	2.6	—	—
Miscellaneous machine operators, n.e.c. ....	13.63	6.1	13.63	6.1	—	—
4 .....	14.17	6.9	14.17	6.9	—	—
Welders and cutters .....	19.41	5.4	19.41	5.4	—	—
Production inspectors, checkers and examiners ..	13.29	10.7	13.29	10.7	—	—
<b>Transportation and material moving</b> .....	15.42	4.4	15.40	5.0	15.51	7.3
3 .....	11.90	3.9	—	—	—	—
4 .....	17.12	8.2	17.49	8.0	—	—
5 .....	15.53	4.5	15.26	5.2	—	—
Truck drivers .....	13.18	6.5	13.26	6.9	—	—
Industrial truck and tractor equipment operators ..	13.21	5.7	13.21	5.7	—	—
Miscellaneous material moving equipment operators, n.e.c. ....	15.49	4.7	—	—	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	11.90	4.2	11.77	4.4	—	—
2 .....	10.00	4.3	10.00	4.3	—	—
3 .....	12.07	7.9	11.96	8.0	—	—
4 .....	12.51	8.2	12.54	8.5	—	—
Production helpers .....	15.12	8.9	15.01	9.5	—	—
Stock handlers and baggers .....	10.96	8.1	10.96	8.1	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations<sup>1</sup> and levels,<sup>2</sup> full-time workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, York, PA, September 2001** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Blue collar</b> —Continued						
<b>Handlers, equipment cleaners, helpers, and laborers</b>						
—Continued						
Machine feeders and offbearers .....	\$10.30	11.5	\$10.30	11.5	—	—
Freight, stock, and material handlers, n.e.c. ....	12.80	12.0	12.80	12.0	—	—
Hand packers and packagers .....	11.37	5.4	11.48	5.6	—	—
<b>Service</b> .....	10.59	7.2	9.07	4.6	\$15.96	8.8
3 .....	9.06	5.4	8.94	5.4	—	—
7 .....	14.75	20.6	—	—	—	—
Protective service .....	13.06	20.5	—	—	20.85	5.6
Food service .....	8.00	6.9	7.97	6.8	—	—
Other food service .....	8.98	2.3	8.95	2.3	—	—
Health service .....	10.04	5.3	—	—	—	—
Cleaning and building service .....	11.10	4.9	11.02	9.3	11.19	2.8
3 .....	10.69	4.1	—	—	—	—
Janitors and cleaners .....	10.99	5.2	11.02	9.3	10.95	2.7
3 .....	10.69	4.1	—	—	—	—
Personal service .....	—	—	—	—	—	—

<sup>1</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

<sup>2</sup> Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

<sup>3</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>4</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>5</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 4-3. **Selected occupations<sup>1</sup> and levels,<sup>2</sup> part-time workers:<sup>3</sup> Mean hourly earnings,<sup>4</sup> private industry and State and local government, National Compensation Survey, York, PA, September 2001**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All</b> .....	\$8.64	6.0	\$8.47	6.5	\$10.31	7.5
All excluding sales .....	9.21	7.4	9.05	8.4	10.31	7.5
<b>White collar</b> .....	9.58	6.8	9.39	7.2	12.56	9.4
2 .....	6.99	3.6	6.79	1.3	—	—
3 .....	6.90	1.7	6.90	1.7	—	—
4 .....	9.59	5.7	9.61	5.9	—	—
White collar excluding sales .....	11.78	6.5	11.68	7.2	12.56	9.4
4 .....	10.30	5.2	10.36	5.4	—	—
<b>Professional specialty and technical</b> .....	13.20	7.7	13.18	8.6	13.35	8.6
Professional specialty .....	12.84	12.5	—	—	13.35	8.6
Teachers, except college and university .....	11.54	13.8	—	—	13.35	8.6
Social scientists and urban planners .....	—	—	—	—	—	—
Social, recreation, and religious workers .....	—	—	—	—	—	—
Technical .....	—	—	—	—	—	—
<b>Executive, administrative, and managerial</b> .....	—	—	—	—	—	—
Executives, administrators, and managers .....	—	—	—	—	—	—
<b>Sales</b> .....	7.04	2.7	7.04	2.7	—	—
3 .....	6.89	1.8	6.89	1.8	—	—
Sales workers, other commodities .....	7.40	6.5	7.40	6.5	—	—
<b>Administrative support, including clerical</b> .....	8.60	7.3	8.50	8.3	—	—
<b>Blue collar</b> .....	7.91	7.3	—	—	—	—
<b>Transportation and material moving</b> .....	—	—	—	—	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	—	—	—	—	—	—
<b>Service</b> .....	7.35	8.1	7.16	8.6	8.77	8.1
2 .....	7.49	4.5	—	—	—	—
3 .....	7.70	4.3	7.45	3.7	—	—
Food service .....	6.48	11.3	—	—	9.21	8.8
3 .....	7.90	6.7	—	—	—	—
Other food service .....	7.77	5.5	—	—	9.21	8.8
3 .....	7.90	6.7	—	—	—	—
Health service .....	—	—	—	—	—	—
Cleaning and building service .....	—	—	—	—	—	—
Personal service .....	7.44	8.5	7.49	9.7	—	—

<sup>1</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

<sup>2</sup> Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

<sup>3</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>4</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>5</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.